CLᶜC Tamapta

Building Our Future Together

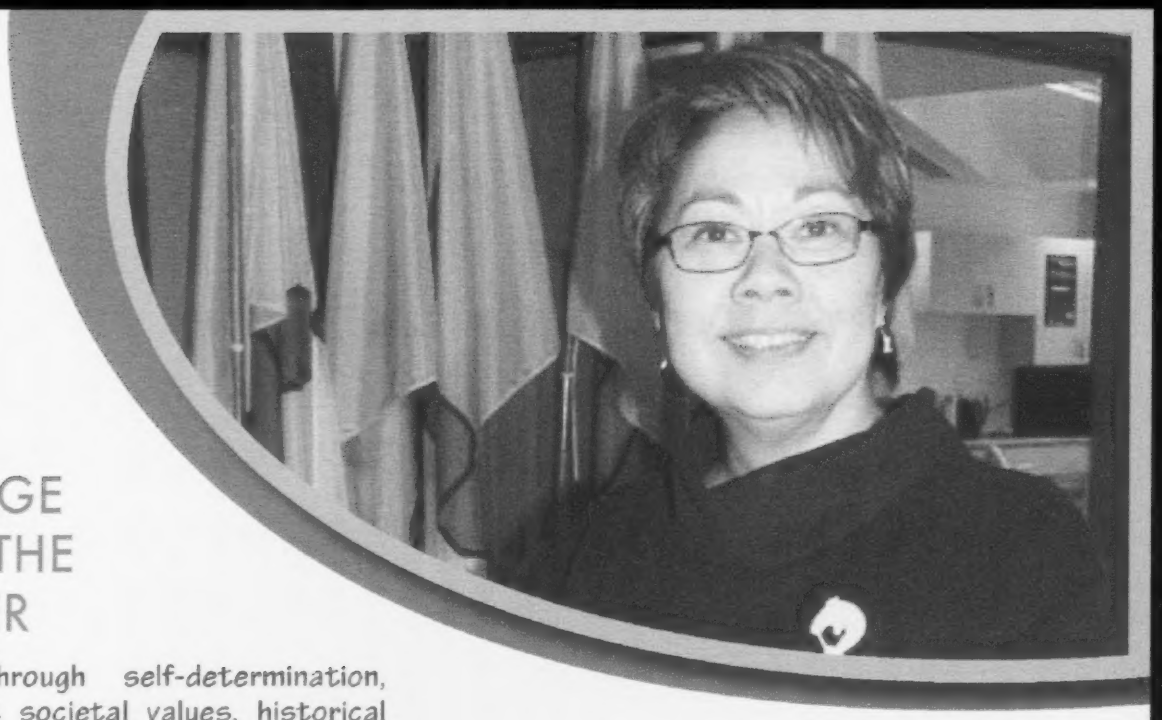
2009-
2013

The Government of Nunavut's Action Plan

CLᶜC Tamapta

2009-
2013

ISBN 978-1-55325-192-7



MESSAGE FROM THE PREMIER

It was through self-determination, use of Inuit societal values, historical self-sufficiency of Inuit, and hard work over many decades that Nunavut was created. Ten years have now passed since Nunavut and our government formally came into existence. It is a time to recognize and celebrate our accomplishments and be proud of what has been done. It is a time to define ourselves by our accomplishments and strengths, not our limitations.

It is also a time to look at where we are as a territory and assess what is working and what is not. With a solid understanding of our strengths, we will be able to set clear direction for the future.

In 1993, the Inuit of Nunavut signed the Nunavut Land Claims Agreement, Canada's largest, which our government remains committed to implementing fully. Inuit have always been able to adapt to change and change is happening very quickly. We are adapting, but at some cost to our health, families, and culture. We are making a commitment – taking a firm stand against the things that are causing harm to people – and making positive, manageable change that will better prepare us for our future.

Much progress was already made during the First and Second Assembly, including a significant increase in Inuit employment at all levels of the government, the construction of essential new infrastructure across the territory and the passage of milestone legislation. Our territory has made a good start on cultivating our ability to govern ourselves.

Entering into the next ten years, and the ten years after that, we need to know what we can count on from ourselves as Nunavummiut, what we can count on from the government and from others outside of Nunavut.

CLᶜC Tamapta

2009-
2013

The mandate of the Third Legislative Assembly is focused on making improvements here in Nunavut while also increasing our influence and having a stronger presence in Canada and in other parts of the world. Together with our partners, as individuals, communities, and government, we can and will make a positive difference - implementing changes that lead to success and confidence.

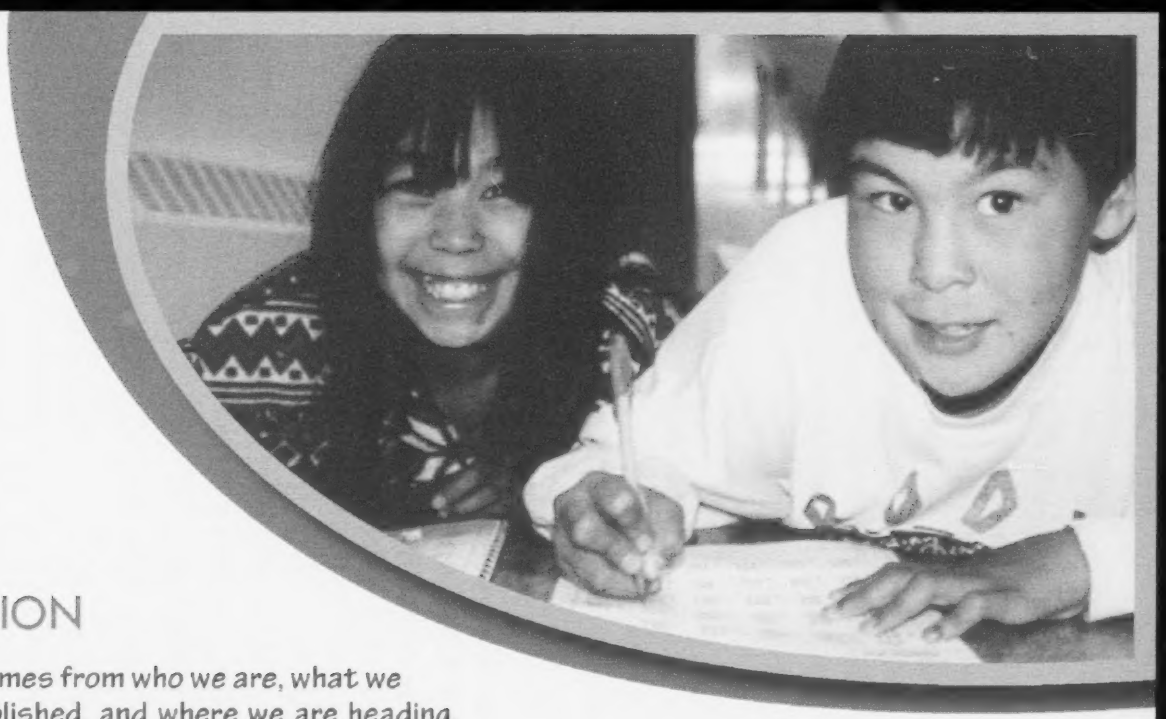
We want to acknowledge all the good work that has been done to get us to where we are now. Many people have already shared their thoughts and ideas to help shape our priorities and direction, and we thank them. Nunavummiut gave strong input through the Qanukkanniq Report Card and continue to provide feedback to their MLAs. With that solid understanding of where we are, all Members of the Legislative Assembly have come together to complete this government's mandate by crafting more detailed action plans for implementing our priorities.

The Government of Nunavut is fully committed to working toward the dream and vision of Nunavut. It is to honour and remember those who have come before us and to hold ourselves to a promise to those yet to be born.

We believe in Nunavut and its vibrant communities. Our strength is in our history and the future is in our hands.

ᓴᓇᔨᓪ

Eva Aariak



OUR VISION

Our vision comes from who we are, what we have accomplished, and where we are heading. The next 20 years will come and go very quickly.

Guided by Inuit values and culture, by the year 2030:

- Nunavummiut will continue to have a highly valued quality of life and a much better standard of living for those most in need.
- Individuals and families will all be active, healthy and happy.
- Communities will be self-reliant, based on Inuit societal values, with reduced dependence on government.
- Nunavut will be recognized for our unique culture, our ability to help one another, and for our useful contributions to Canadian and global issues.

TOGETHER WE CAN REACH OUR VISION

It will take all of us working together, for the next two decades, to reach our vision. The 2030 vision for Nunavut acknowledges and builds on our history as a Territory and the good work that has already been done. But there is still much more to do and government cannot act alone.

The actions we take today will have a big impact on tomorrow. With this in mind, the mandate from 2009 to 2013 addresses our most important priorities for people and for our communities. It ensures that for generations to come Nunavut is a wonderful place to live with a wide range of opportunities and a variety of economies.

Our past, the present, and our future:

- In the first ten years (1999 – 2009) Nunavut came into formal existence and is now well established as a Territory. In the beginning, the focus was on developing a system for governance, infrastructure, basic programs and services and making a good start on cultivating our ability to govern ourselves.

- In this mandate (2009 – 2013) we will keep going - maintain the momentum - by working together with Nunavummiut. Our focus will be on communities and people working with government to build our future. We will review where we are, and build on our successes while improving the things that are not working well.

- Over the next ten years (between now and 2020) we will continue to actively pursue the goals of the first two Assemblies, without losing sight of our long-term priorities.

- Through steady progress (between now and 2030) Nunavut will be better able to realize and live up to its potential and will allow us to reach our vision.

WE SHOULD ALL HAVE WHAT WE NEED

All Nunavummiut deserve to have their basic needs met. This means working together with families and communities to ensure:

- Affordable, healthy food, safe water, and a home
- Safety
- A sense of belonging and purpose
- Family support and friendship
- Education and opportunities to learn
- Communication in our preferred language
- Personal responsibility
- Pride in our culture, our languages, and in who we are
- Stewardship of our environment and wildlife
- Access to the land for personal growth and sustenance
- Opportunities for fun, recreation and cultural activities

GUIDING PRINCIPLES

Inuit have always lived in a harsh climate. Survival is only achieved by working together and passing on life skills and principles for living. Over the past ten years, our government has been guided by Inuit societal values, including those outlined in Pinasuaqtavut.

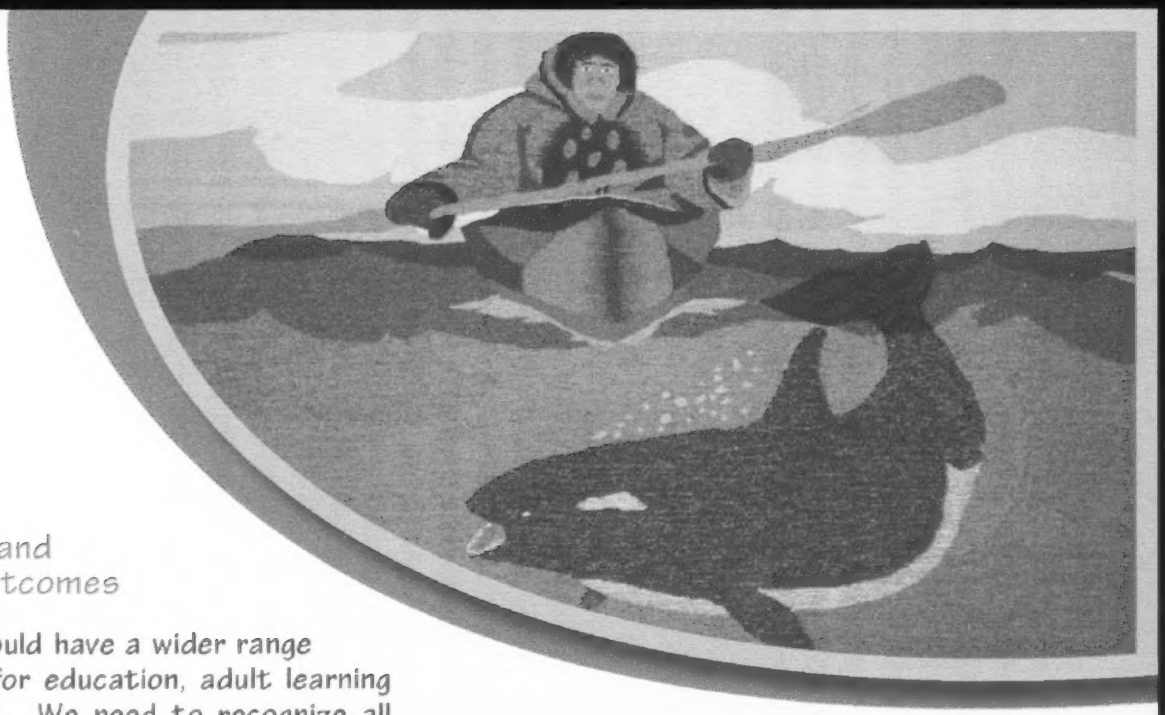
We will continue to be guided by these principles from now into the future:

Inuuqatigiitsiarniq:	respecting others, relationships and caring for people.
Tunnganarniq:	fostering good spirit by being open, welcoming and inclusive.
Pijitsirniq:	serving and providing for family and/or community.
Aajiiqatigiinniq:	decision making through discussion and consensus.
Pilimmaksarniq/Pijariuqsarniq:	development of skills through observation, mentoring, practice, and effort.
Piliriqatigiinniq/Ikajuqtigiinniq:	working together for a common cause.
Qanuqtuurniq:	being innovative and resourceful.
Avatittinnik Kamatsiarniq:	respect and care for the land, animals and the environment.

Action Plan for 2009-2013

In order to reach our Vision, the Government of Nunavut has set the following Priorities for this mandate:

- Improve education and training outcomes
- Reduce poverty
- Connect our community
- Increase housing options
- Increase support for culture and the arts
- Help those at risk in our communities
- Support community-based, sustainable economies
- Address social concerns at their roots
- Improve health through prevention
- Enhance our recognition in Canada and the world
- Strengthen the public service



Improve education and training outcomes

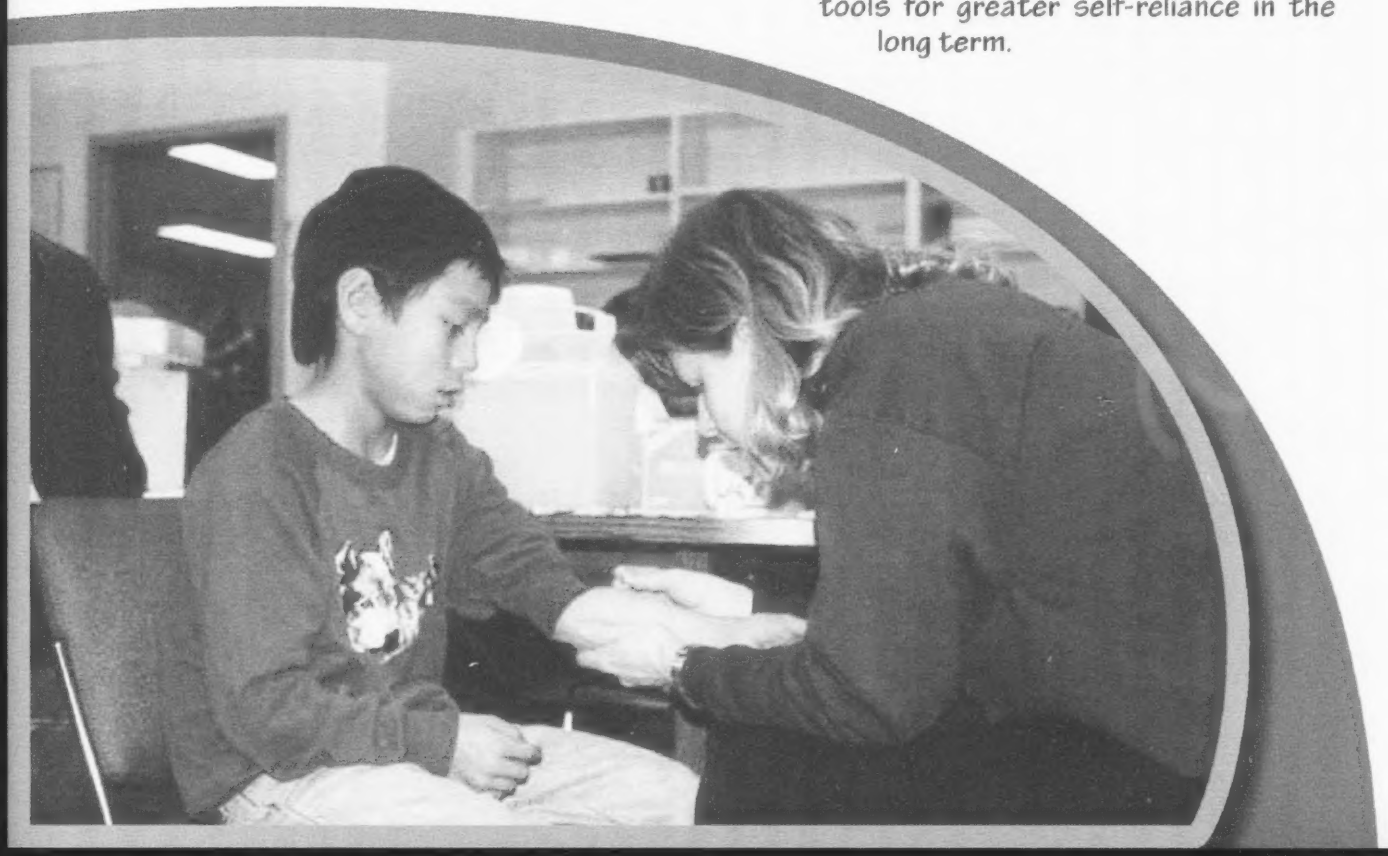
Nunavut should have a wider range of options for education, adult learning and training. We need to recognize all types of accomplishments to empower our youth to take on leadership roles that reflect their personal aspirations and culture. Our goal is to have more graduates and to reduce the gap between unemployed people and job opportunities. Families will be encouraged to work with schools to find more ways to support students and help them continue learning.

- The Education Act will serve as a strong foundation for significant improvement to the education system. We will immediately continue our focus on meeting its requirements by further developing curriculum and teaching resources for Early Childhood and K-12, and provide ongoing training to District Education Authorities and school staff. An emphasis on inclusive schooling, positive school environments, improved attendance and District Education Authority finances and accountability will be a major focus for the 2010-2011 year. Through this process, we will strengthen partnerships between the education system and all stakeholders, so that parents, families, and communities will take pride in their school.
- The Government of Nunavut will continue to develop program initiatives that enhance positive school environments, which will result in increased attendance, school completion, parental and youth engagement.

- The school system must meet the legal standard set in the Education Act and the Inuit Language Protection Act for Inuit Language instruction, with the goal being full proficiency. This will require the development of language competency targets, ongoing assessments, curriculum materials, and teacher and language training. In partnership with the Nunavut Teachers' Association, we will pilot and implement orientation and mentoring programs for teachers new to their community, with a focus on Inuit culture.

- Government will focus on improving the availability of early childhood development programs, by enhancing funding mechanisms for licensed childcare facilities and providing training opportunities for childcare staff. We will diligently examine possibilities for adding daycare space to new capital projects.

- Work on the Nunavut Trade School will continue until it is completed in time to allow the delivery of trades training in 2010. Subsequent initiatives will expand training capacity for mining occupations. This will help individuals contribute to poverty reduction in the short term and provide them with tools for greater self-reliance in the long term.



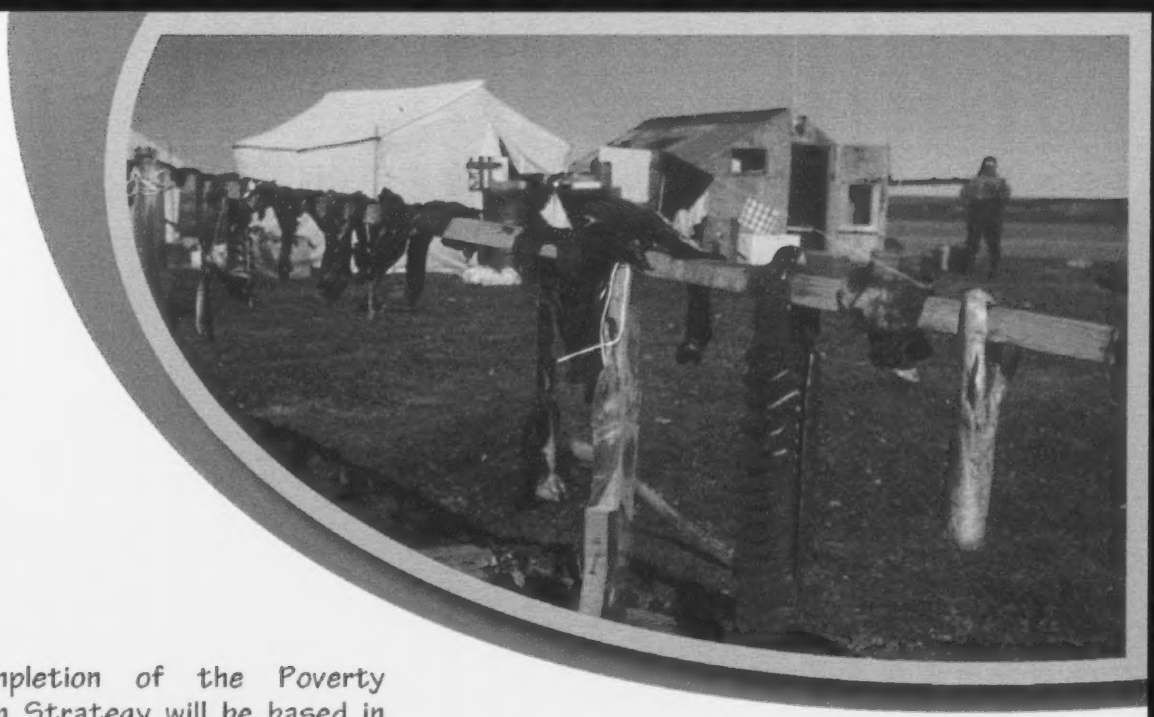
- We will take a strategic approach to reducing gaps between those who are unemployed and job opportunities, by taking stock of the current labour force in Nunavut, compared to demands of the labour market. In addition to education for our youth, we will identify opportunities for adults to pursue personal development. We will develop a High School Graduation Diploma for Mature Students.
- Through Nunavut Arctic College and its partners, we will increase post-secondary opportunities in all occupational categories, from career training to professional education.

Reduce poverty

Too many Nunavummiut live in poverty and suffer its effects. We believe that everyone should have their basic needs met, and we are committed to doing this. Developing a standard for Nunavut's quality of life will be a start to ensuring that all Nunavummiut will have what they need.

- In the spirit of working together and recognizing that poverty in Nunavut cannot be addressed by any one organization, the Government of Nunavut will actively engage its partners, including Inuit organizations, other governments, non-governmental organizations and our business community in the development of programs and policies to support Nunavummiut in their efforts at eliminating poverty.
- During this mandate, the Government of Nunavut will refocus and integrate efforts to alleviate the effects of poverty through the preparation and implementation of a Poverty Reduction Strategy. The strategy will:
    - Contain a thorough examination of the causes and effects of poverty in Nunavut in the context of its unique environment;

- Identify how to remove barriers that entrench and prolong poverty by ensuring that there are adequate incentives in place to encourage Nunavummiut to increase productivity, self-reliance, and employment;
- Assess the impact of the minimum wage and wage subsidy programs on the ability of workers to meet their family's basic needs and explore additional options for persons receiving income support that will increase the allowable amounts of income they may earn without immediately reducing the amount of assistance they may receive; and
- Have a special emphasis on the effects of poverty on those most at risk - including youth, single parents, the disabled and elderly. It will examine the availability and adequacy of community supports for breakfast and lunch programs throughout Nunavut's communities and identify ways for government to support these initiatives.



- The completion of the Poverty Reduction Strategy will be based in part on the outcomes of a comprehensive review of governments' social safety-net programs, including such varied programs as income support, daycare subsidies, food subsidies, transition to work programs, rent scales and supplements, fuel subsidies, and supplementary health benefits.

  This review will focus on identifying and reducing discrepancies between those programs and coordinating them so that they work more effectively together to provide an immediate foundation for a longer-term poverty reduction strategy. The review will also identify legislation, regulations, policies and procedures which may need to change to fill gaps and correct inconsistencies.

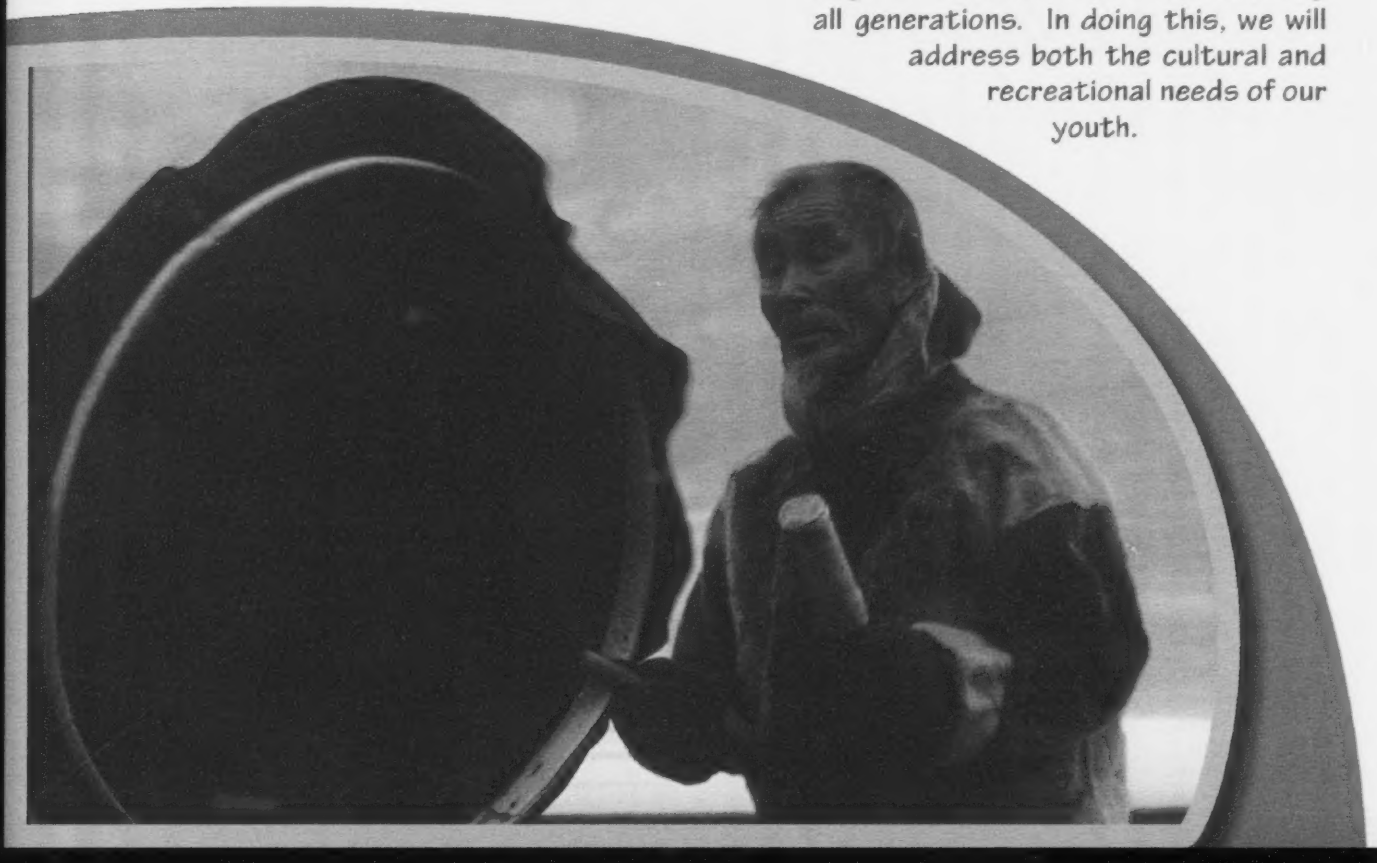
- The Government's departments will work together to develop a common framework to ensure that public programs are consistent, accessible and fair, with clear eligibility rules.

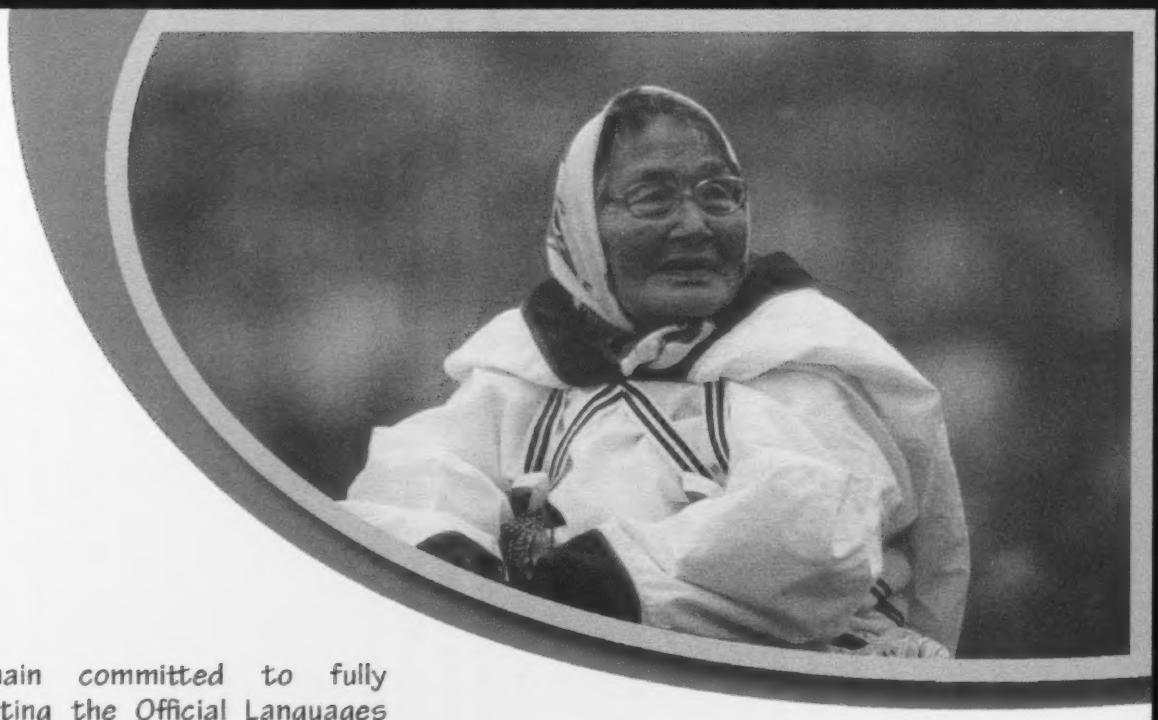
- The Government will also address the goal of poverty reduction when it develops business plans and main estimates, as well as when it prioritizes community and territorial infrastructure projects.

Connect our community

Elders provide cultural continuity, help develop leadership, and pass on our traditional skills and knowledge. All generations, from youth to elders, will be encouraged and supported in expanding their individual roles in governance and leadership. We will increase opportunities and programs to support social, sports, recreational and traditional activities in communities and on the land.

- The strengthening of community participation and empowerment of community organizations is important. This will ensure that decision-making can be brought closer to the people. Accordingly, government will review the scope of work currently being conducted by community committees, including health, justice, and alcohol education committees, with the hope that we can enable expansion of their roles through adequate resources and opportunities for training.
- The opening of the Piqqusilirivvik facility will enhance the transmission of traditional Inuit culture, heritage, lifestyle and values to individuals.
- We will expand initiatives which connect youth with Elders, especially through land-based programs, to ensure that Inuit societal values and traditional ways are learned and understood by all generations. In doing this, we will address both the cultural and recreational needs of our youth.





- We remain committed to fully implementing the Official Languages Act and the Inuit Language Protection Act, including coordinating programs and policies intended to promote self-reliance with respect to language revitalization, enhancement, and promotion. We will promote community-level initiatives for the use, teaching, development, promotion and preservation of the Inuit Language.

- We recognize that municipalities and other community-based organizations require adequate resources to allow them to build their own capacity. We will continue to support the Municipal Training Organization in their efforts.

- It is crucial that the Government of Nunavut have one central point of contact for each community. The Government of Nunavut will immediately prepare plans to ensure that government services can be more easily accessed in every community. Bilingual Government Liaison Officers will serve as reliable information sources, as feedback to government, as delivery agents for some services, and as coordinators for collaboration between government agencies.

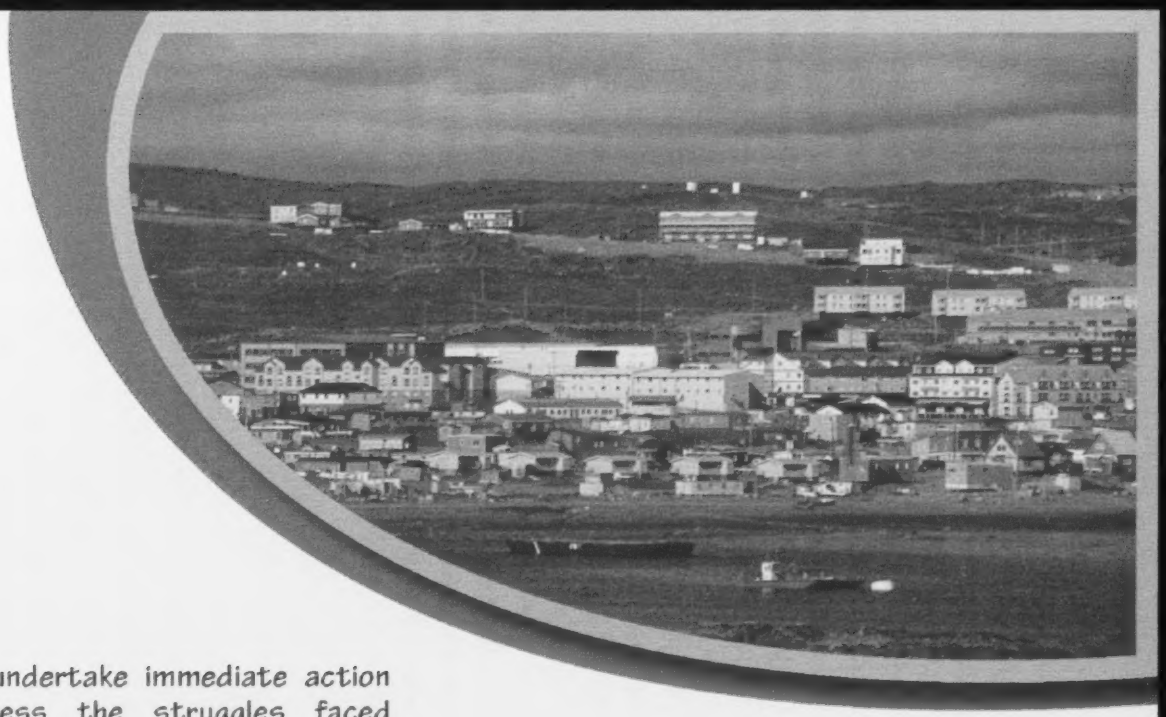
In order to create this office in every community by the end of this mandate, Government will rely on partnerships and leverage existing resources supplemented by new funding devoted specifically to improved communications. This work will begin with those communities that do not have decentralized government offices and then be expanded across the entire territory.

- In addition, the Government of Nunavut will create a central point-of-contact where the public can easily access a wide range of government information focused on their needs. This will involve immediate work on the government's website and a toll-free information desk with well-informed, bilingual staff.

Increase housing options

Everyone deserves to have a home. As our population continues to grow, we will build more housing and provide better diversification in the type of housing available. In doing this, we will provide opportunities for Nunavummiut to learn new skills and be gainfully employed while addressing one of our most important needs.

Housing construction and maintenance in Nunavut are, and will continue to remain, very serious challenges that require considerable financial investment; a comprehensive, realistic, and overarching plan for addressing housing need; and the contribution and collaboration of multiple partners. These partnerships will need to include other governments and the private sector in order to increase sustainably the total supply of housing.



- We will undertake immediate action to address the struggles faced by those who are homeless in our communities, by better coordinating new and existing resources to address their needs.

- The Government of Nunavut will develop an achievable and comprehensive long-term Housing Strategy that addresses the entire continuum of housing, increasing public housing, strengthening the rental market and providing support for private homeownership.

- During this mandate, the Government of Nunavut will work with community homelessness service providers to ensure that our investments in combating homelessness are effective in responding to the sheltering needs of those who cannot otherwise access safe, affordable and secure housing.

- An immediate focus will be placed on ensuring that the rent scale for public housing clients does not interfere with other social programs such as income support, with a focus on the self-reliance goals being pursued through a Poverty Reduction Strategy. Stronger commitments to homeless shelters and transitional housing are required.

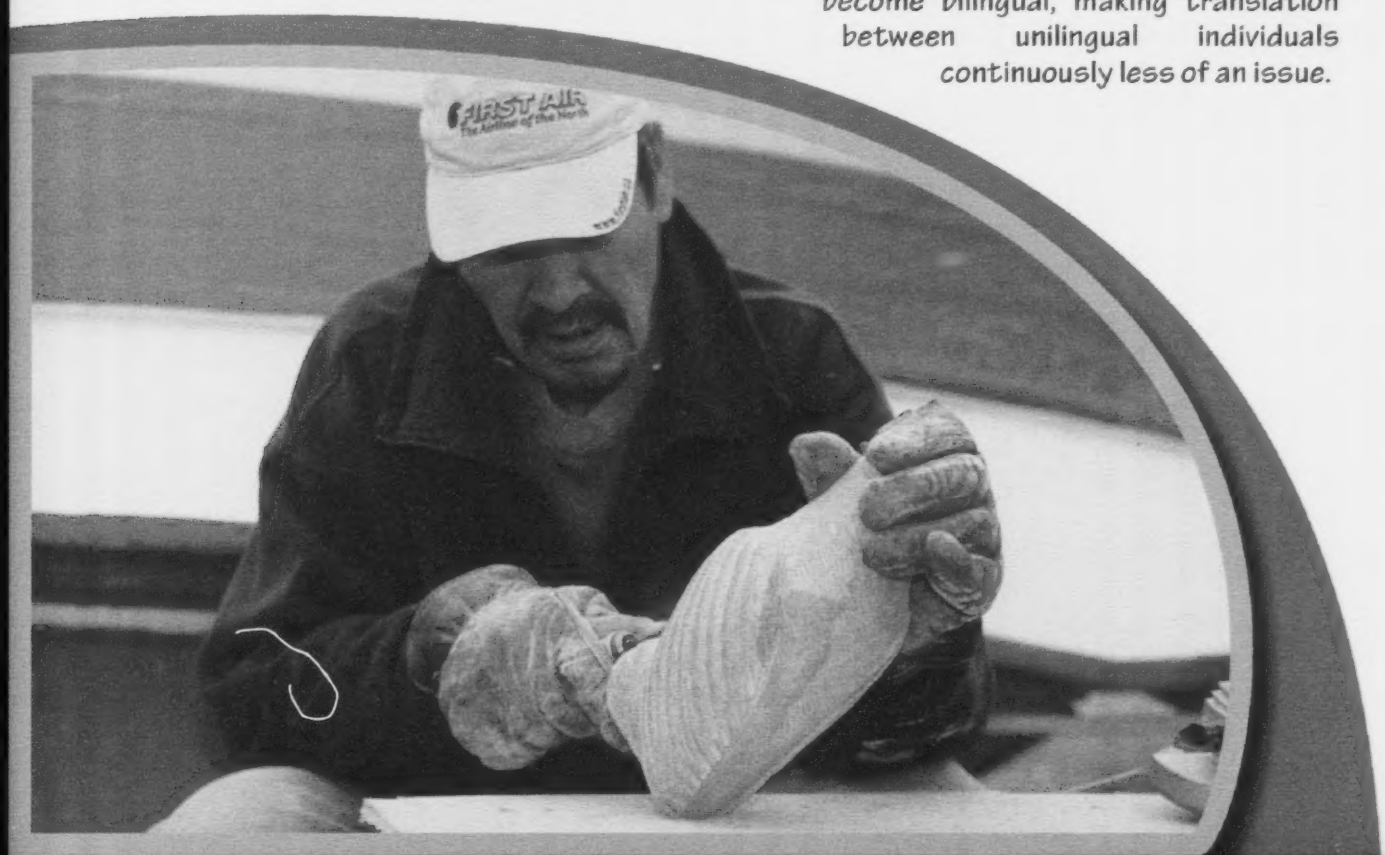
- Immediate focus will also be placed on continuing to increase support to the Local Housing Organizations through increased efforts at reducing administrative requirements and improving the training available to staff.

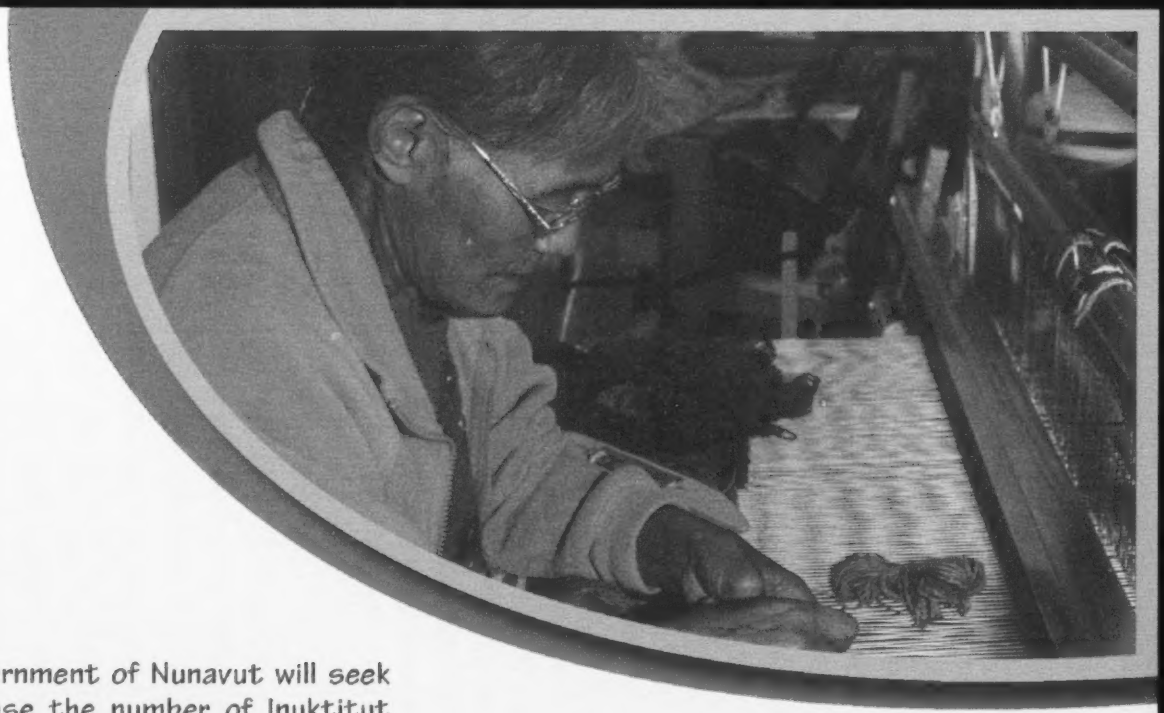
Increase support for culture and the arts

Nunavut is recognized for its unique language, culture, heritage, and rich artistic presence. By taking active ownership of our cultural identity, we will provide more opportunities for all aspects of the arts to flourish. We will work together with communities, artists, and businesses to build a more cohesive culture and arts sector. It will include traditional and contemporary visual arts, language, performing arts, and all other forms of artistic expression.

We recognize that language plays a central role in cultural development. The Official Languages Act and the Inuit Language Protection Act will resonate across Government of Nunavut programs, services, and policies. The Government of Nunavut will take advantage of this new legal environment to enhance literacy and cultural development programming within the education system and across the public and private sectors.

- During this mandate, the Government of Nunavut will develop comprehensive language training for its employees. Improved services in the preferred language must be made available by government to the public. This work must be linked closely to the education system to ensure that more people become bilingual, making translation between unilingual individuals continuously less of an issue.





- The Government of Nunavut will seek to increase the number of Inuktitut speaking staff at all levels, with focus on those areas where the public's need for communications is both acute and immediate. In support of this, there will continue to be increased focus on training opportunities for Inuktitut speaking Nunavummiut to become nurses, social workers and police officers, and there will be increased opportunities for people in those positions to learn and improve their Inuktitut.

- To promote and strengthen our unique cultural identity, the Government of Nunavut will move forward with the construction of the Nunavut Heritage Centre during this mandate.

- Through partnerships, we will provide greater support to the production, publishing and distribution of publications, film and online content in the Inuit Language.

- The Government of Nunavut is committed to assisting artists to improve their ability to benefit from their ongoing contributions to Nunavut's culture and economy. We will complete the implementation of Sanaugait, our economic development strategy for the arts, and initiate a comprehensive review of the strategy.

- We will enhance collaboration within the Government of Nunavut and with other partners, including Inuit organizations, to improve opportunities for sustainable livelihoods in culture and the arts. The Government of Nunavut must support efforts by artists to access market opportunities for their products, along with the products of traditional economies, and provide tools for them to access those markets effectively.

Help those at risk in our communities

There are too many people experiencing personal pain and hardships without enough assurance that they will be helped. We will establish an office for advocacy and action on behalf of challenged and disadvantaged individuals and groups. Government support will be inclusive and integrated, offering help for all those experiencing serious difficulties but targeting help to those at most significant risk or disadvantage.

- During this mandate, a comprehensive review of child and family services legislation, programming and current delivery models will be conducted to ensure that children receive appropriate and responsive services. The review will involve Nunavut Tunngavik Incorporated and other Inuit organizations and will be focused on engagement of communities and partners in consultation, deliberation, and action. The resulting legislation and programs will reflect and build on Nunavut's unique culture and values.
- During this mandate, the Government will also create an independent Child and Youth Representative who will report to the Legislative Assembly and ensure that Nunavut's children are being adequately served by government.

- The Government of Nunavut will open a culturally-relevant substance-abuse treatment facility and support the expansion of community-based programs to provide both preventative services and aftercare for those who receive focused treatment outside of their communities.

  We will also focus on building territorial capacity to offer culturally appropriate services, which will include increased professional resources and expanded training opportunities for Nunavummiut.

- We will recognize and support individuals who seek to apply their skills in support of initiatives which provide counselling and healing within the community.

- Through various initiatives in this Action Plan, and by working together with Nunavummiut, the Government of Nunavut will contribute to long-term solutions that promote life. To help those at risk in the short term, we will continue to partner with Nunavut Tunngavik Incorporated, the Embrace Life Council, and the RCMP on a comprehensive intervention strategy to help ensure that Nunavummiut will choose life at critical times in their lives. This strategy will reflect the wisdom, experience and insights of Nunavummiut and knowledge gained from places outside of Nunavut that have effectively reduced the level of suicidal behaviour in their populations.

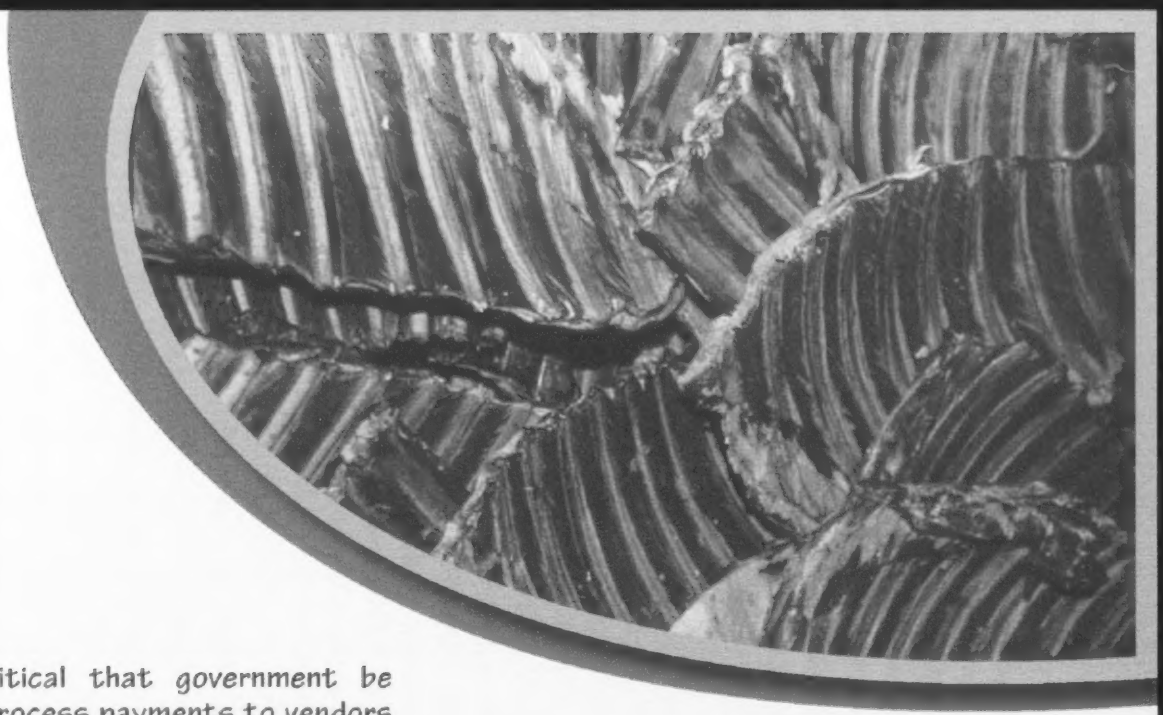
- In order to better protect the community, there must be an enhanced presence of Special Constables, who are full members of the RCMP, to reduce cultural and language barriers between the public and the police. Those members of the RCMP who are not from the community will receive enhanced cultural orientation.

Support community-based sustainable economies

Inuit have historically worked together as families and communities to provide for themselves while caring for our land and natural resources. We should all have opportunities to take care of our family needs in a way that is consistent with our interests and abilities, our cultural values and current realities. By working in partnership with government, communities will become more economically active, productive, and self-reliant and Nunavummiut will continue to be stewards of our environment.

Government must provide more support for the development of small businesses, as well as reduce administrative and regulatory hurdles that entrepreneurs will need to overcome to build new industries.

- The Government of Nunavut must take a comprehensive and strategic approach to promoting sustainable economic development and environmental stewardship. Recognizing the role that Inuit land claim organizations have in environment and resource management, the Government of Nunavut will fulfill our responsibilities in a timely way, coordinated with our partners to support efficient and effective land use planning, environmental assessment and water licensing processes.



- It is critical that government be able to process payments to vendors within reasonable timeframes in order to foster the development of industries that support government through their services. This will be achieved by providing appropriate training, reference materials and oversight at all stages of the accounts payable cycle.

- The Government remains strongly committed to implementing Parnautit, our strategy for mineral exploration and mining and Ingirrasiliqta, our strategy for transportation. Amongst other benefits, these strategies address the fundamentals for economic growth, which will improve the chances for success in several key industries by identifying potential markets and helping entrepreneurs sell their products and services. Government will refine these strategies and study opportunities for business incubation in the territory.

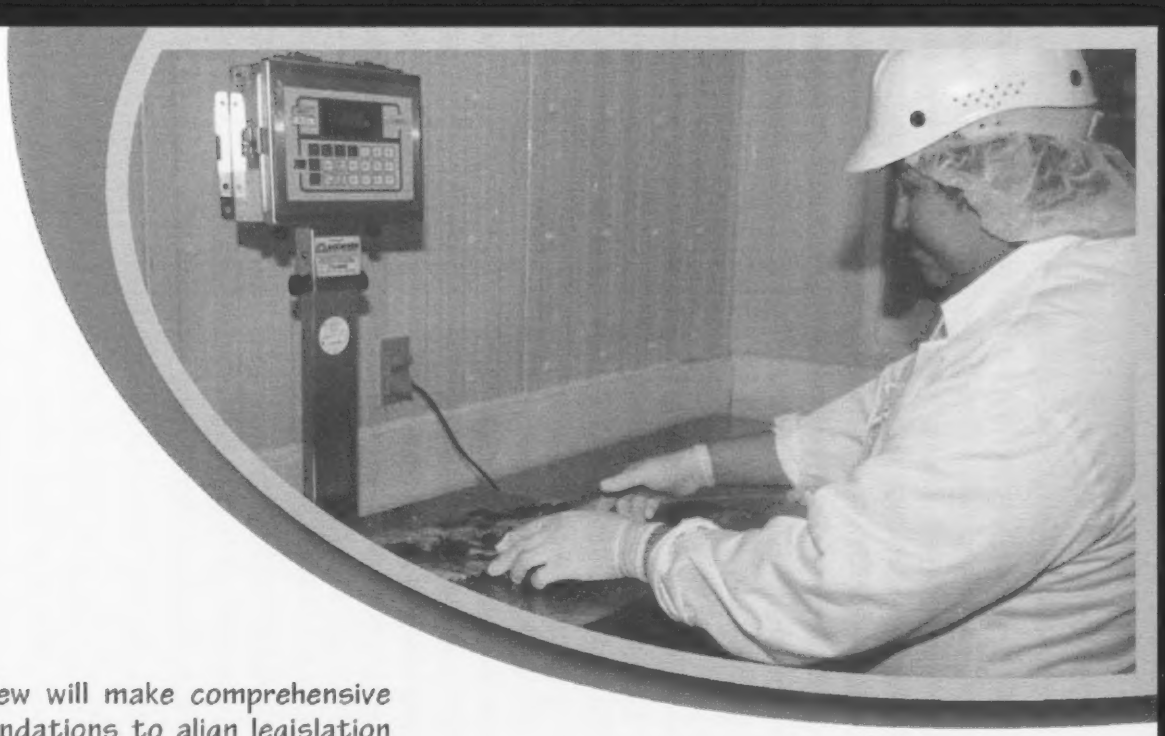
- Our Government will ensure that all Nunavummiut, including those receiving income support, are able to contribute actively to the development of their communities and the territory as whole, whether through volunteerism, traditional activities, employment, operating a business, or other productive choices.

- In cooperation with other governments and private-sector partners, Nunavut must build solid high-capacity telecommunications and information-transfer systems to improve the ability for Nunavummiut to access information, business partners, and markets. This will improve various economies; from the traditional economy, to resource extraction, to knowledge-based industries.

Address social concerns at their roots

We have spent a long time talking about issues and finding ways to resolve them. It is essential to be more holistic in our approaches and to understand what is causing the problems in the first place. Early prevention and intervention will help to reduce alcohol and drug abuse, suicide and crime, especially if the solutions are driven by community members. Many people are already actively involved in helping their communities as volunteers. Enhancing our cultural pride and asserting our identity will further strengthen our self-sufficiency and ability to help each other as families and communities.

- As part of the implementation of the Nunavut Addictions and Mental Health Framework, the Government of Nunavut will expand the availability of self-directed, community based, preventative, crisis response, and facility-based core health services. This will provide Nunavummiut with the necessary supports for long-term success at reducing the impact of addictions on individuals and families.
- Alcohol and drug abuse has far-reaching negative effects on many aspects of daily life in our communities. To assist in promoting the responsible use of alcohol in our territory, the Government will immediately launch a Ministerial Task Force to review the Liquor Act.



This review will make comprehensive recommendations to align legislation with current community views on the responsible use of alcohol and develop targeted penalties for those who do not respect the wishes of our communities. As well, the Task Force will make recommendations regarding ways that, together, we may all contribute to the responsible use of alcohol in Nunavut. During this period, the Government of Nunavut will support those drug and alcohol education committees who wish to expand the educational component of their mandates.

- During this mandate, the Government of Nunavut will develop a comprehensive Crime Prevention Strategy based on Inuit societal values and involving Nunavummiut in efforts to reduce the need for intervention by the justice system.
- We will expand our services when crime does happen by creating the opportunity for greater community involvement in the reintegration of offenders. Individualized offender release plans will be enhanced by offering the potential for Community Justice Committee guidance and counselling upon the offender's return to their home community.

Improve health through prevention

Health and wellbeing of all Nunavummiut is critical to improving northern quality of life. We all have a role to play in being active, healthy and happy. Our focus will be on early prevention of health problems and improving the overall standard of living in Nunavut. Emphasis will be placed on those who are the least able to look after themselves.

- The role of the Community Health Committees must be re-examined, with a view to clarifying their role, improving partnership with community stakeholders, and establishing appropriate levels of support and training for these Committees. The Committees should have an expanded role particularly on preventative efforts.
- Physical activity is a vital part of good health. To address recreational needs, especially for the youth in our communities, the Government of Nunavut will undertake an extensive review of recreational programs in our communities.
- The implementation of Nunavut's Public Health Strategy will continue, with a priority on addiction reduction and child and family health. Nunavummiut will continue to require access to medical services in their community, in regional centres, and when necessary outside the territory. Immediate work will begin on establishing acceptable levels of service for medical services, starting with accurate assessments of the medical resources currently available in Nunavut.

- Beginning immediately, enhanced support will be provided to early childhood health and development programs. In addition to assisting with children's development, access to daycare services will allow parents to pursue opportunities for education and training, for work, and for addressing their own healing.

Enhance our recognition in Canada and the world

Nunavut is a wonderful and welcoming place to live, with a vibrant mix of many cultures. Climate change and its impact on the Northwest Passage have increased awareness of the north and the ways of Inuit. The eyes of the world are on our Territory. We must now show the determination and ability to present our views and ideas on matters of national and global importance. We will assert our presence, establishing our credibility and voice outside of Nunavut.

While there is certainly room for much improvement in our territory, inaccurate public perceptions often focus on our territory's social ills and lead to the conclusion that we are not able to manage those issues. Over the term of this mandate, greater effort will be made to communicate the "can do", self reliant Nunavut that we believe in. A Nunavut that is a proud and contributing partner in the Canadian Confederation!

- The transfer of responsibility for crown lands and resources from the federal government to Nunavut is a goal for Nunavummiut. Once we assume this responsibility, Nunavummiut will make decisions on the pace and magnitude of resource and land development in their territory. During this mandate, we intend to begin negotiations to transfer that authority.

ᑕᒪᖅᑕ Tamapta

2009-
2013

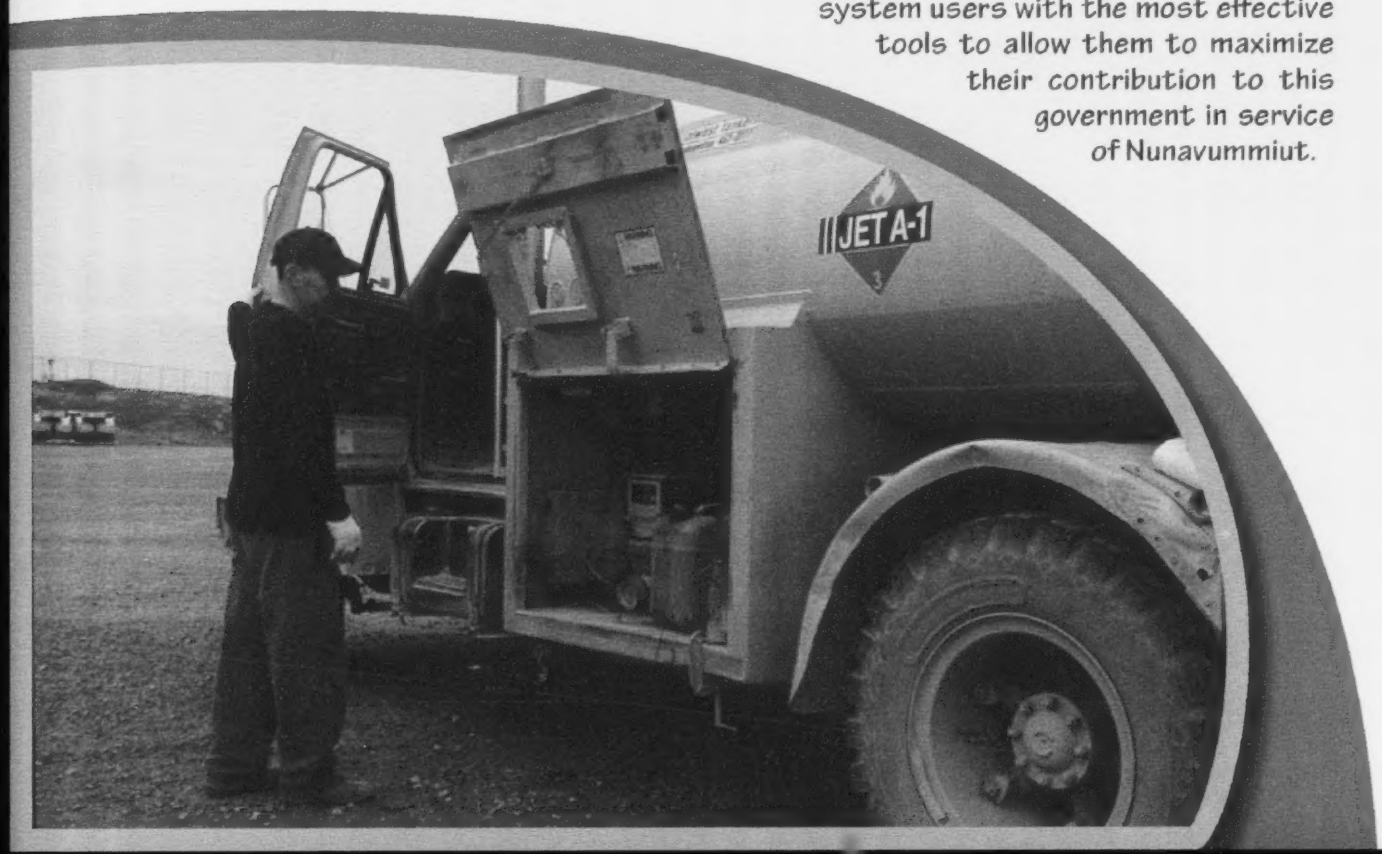
- Nunavut's unique cultural identity, with strong Inuit traditions, language and culture, needs to be understood on the world stage. We will provide support to our sports teams and cultural performers, who act as our most regular 'cultural ambassadors' to other jurisdictions and other parts of the world.
- With our vision set on the future, Nunavut, with its federal and land claims partners, will look at alternative forms of energy to reduce our reliance on fossil fuels.
- To deliver upon the promising economic potential of our land and waters, we must work with those same partners to develop exceptional telecommunications to reduce the barriers created by the geographic distances between our communities.
- Together we must also build reliable and sustainable modern transportation infrastructure, to support economic development and so that Nunavut can be a place that all Canadians will be proud of.

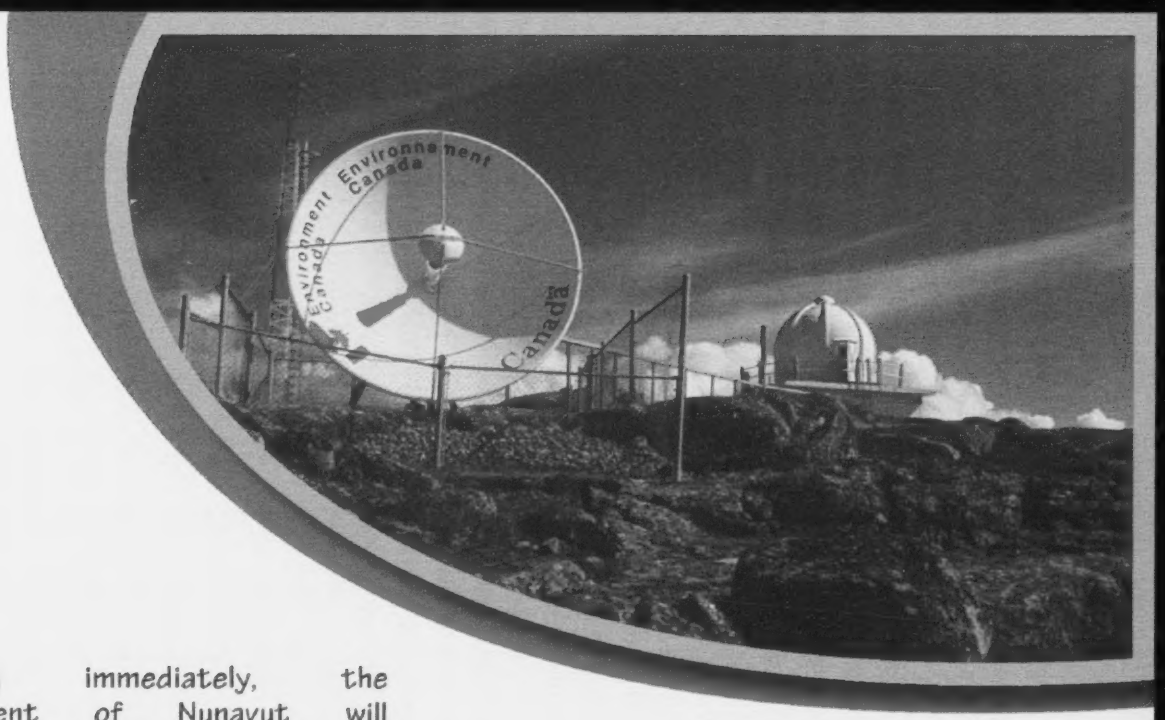
Strengthen the public service

Through the Qanukkanniq Report Card, Nunavummiut provided their input on the areas where their government was performing well and where the public service required improvement. All of the actions under Tamapta will be either delivered by or coordinated with the Government of Nunavut's public service. In order to reach our Vision, the public service must have the resources and tools necessary to effectively carry out their work, including improved financial, human resources, business planning, and informatics systems.

- In support of the objectives of Article 23 of the Nunavut Land Claims Agreement, we will provide a learning environment that is completely responsive to the professional development needs of its employees. We will enhance awareness of this obligation, both within the public service and with the public.
- The Government of Nunavut will continue to support the decentralization initiative. A functional review is to be conducted to identify strengths and weaknesses that exist in decentralized offices. We will identify opportunities for realizing the initial intent of bringing government decision-making closer to the people, while also distributing the economic benefits of public service positions across the territory. Attention will be given to filling vacancies in specialized and professional positions, enhancing the work of existing staff through training, and identifying tools such as telecommunications that would allow opportunities for enhancing the work of decentralized offices.

- We will finalize and deliver a system-wide human resource strategy that encourages recruitment, supports employee retention and most importantly, provides targeted and effective training opportunities for employees at all stages of the employment spectrum.
- We will finalize implementation of the Strengthening Financial Management projects, which will contribute to a professionally staffed, excellent financial system, backed by an efficient computer network, thereby providing opportunity for expansion and innovation.
- We will implement business planning and budgeting processes that align with these enhanced financial and human resource management systems. Services to the public will improve through multi-year planning, interdepartmental collaboration, performance management systems, and the enhanced transparency that comes from regular reporting to Nunavummiut.
- Information transfer within and outside the Government of Nunavut will be seamless and transparent, by utilizing system architectures that deliver needed information efficiently. Our information systems will provide system users with the most effective tools to allow them to maximize their contribution to this government in service of Nunavummiut.





- Beginning immediately, the Government of Nunavut will develop a comprehensive, coordinated, communications strategy that is responsive to the needs of all audiences. We will coordinate the improvement of processes and systems to ensure that all of this government's audiences are able to access the information they need. Nunavummiut will be able to find out whom to call – and our phones will be answered.

DECLARATION OF CONFIDENCE

WE BELIEVE IN NUNAVUT!

We have hope for its vibrant future,
built by our people pursuing their dreams.

Nunavut